

USAID No FEAR Posting Requirements										
Posted Data	Current FY 2004					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Number of:										
Complaints filed during FY	2				2	12	7	10	6	12
# Complainants	2				2	10	7	9	6	12
# Repeat Filers	0				0	2	0	1	0	0
Bases										
Age	0				0	4	1	1	0	3
Race	2				2	7	2	6	5	8
Color	0				0	5	0	3	0	2
Disability	0				0	3	3	2	0	2
National Origin	0				0	2	0	2	1	2
Religion	0				0	1	0	1	0	1
Reprisal	1				1	7	4	7	4	6
Sex:										
1. Male	1				1	1	2	1	1	3
2. Female	0				0	5	1	1	3	6
Other	0				0	0	0	0	0	0
Issues (Claims)										
Appointment / Hire	0				0	0	1	0	0	0
Assignment of Duties	1				1	3	0	0	1	4
Awards	0				0	1	0	0	1	2
Conversion to Full Time	0				0	0	0	0	0	0
Disciplinary Actions:										
1. Demotion	0				0	0	0	0	0	0
2. Reprimand	0				0	2	1	0	1	0
3. Suspension	0				0	0	0	0	0	0
4. Removal	0				0	0	0	0	0	0
5. Other	0				0	0	0	0	0	0
Duty Hours	0				0	0	0	0	0	0
Evaluation/ Appraisal	2				2	4	1	2	3	2

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Examination/ Test	0								0		0		0		0		0		0		
Harassment:																					
1. sexual									0		0		1		1		1		0		
2. non-sexual	1								1		2		2		1		0		1		
Medical Exam	0								0		0		0		0		0		0		
Pay, including Overtime	0								0		0		0		0		0		0		
Promotion/ Non- Selection	0								0		1		4		7		3		6		
Reassignment:																					
1. Denied	0								0		1		0		0		0		0		
2. Directed	0								0		1		0		0		0		0		
Reasonable Accommodation	0								0		2		1		2		0		0		
Reinstatement	0								0		1		0		0		0		0		
Retirement	0								0		1		0		0		0		1		
Termination	1								1		1		0		2		0		2		
Terms / Conditions of Employment	1								1		1		0		0		0		1		
Time and Attendance	0								0		2		0		0		0		0		
Training	1								1		2		0		0		1		0		
Other	0								0		0		0		1		0		0		
Processing Time																					
Pending Complaints during the FY	21								21		25		27		39		35		33		
Complaints at each Stage:	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	
Dismissals	1	52	0		0		0		1	52	2	93.5	3	172	5	1168	1	607	1	94	
Investigation Process:																					
1. Under Investigation	6	130	0		0		0		6	130	8	128	4	192	8	241	9	290	13	271	
2. Pending Hearing	8	733	0		0		0		8	733	10	758	6	884	7	1042	6	1166	12	1065	
Pending Final Agency Action	3	321	0		0		0		3	321	0	0	2	447	5	706	8	831	6	933	
Final Agency Action without a Hearing	1	40	0		0		0		1	40	4	553	9	1347	7	974	6	973	1	185	
Final Agency Action with a Hearing	0	0	0		0		0		0	0	0	0	3	1524	7	1085	0	0	0	0	
Appeals	2	62.5	0		0		0		2	62.5	1	277	0	0	0	0	5	1182	0	0	

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	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		YTD totals		FY Totals		FY Totals		FY Totals		FY Totals		FY Totals	
Final Agency Actions with findings of Discrimination																				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Rendered w/o an AJ Hearing	0								0		0	0	0		0		0		0	
Rendered with an AJ Hearing	0								0		0	0	0		0		0		0	
Final Agency Actions with findings of Discrimination by BASIS																				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Age	0								0	0	0		0		0		0		0	
Race	0								0	0	0		0		0		0		0	
Color	0								0	0	0		0		0		0		0	
Disability	0								0	0	0		0		0		0		0	
National Origin	0								0	0	0		0		0		0		0	
Religion	0								0	0	0		0		0		0		0	
Reprisal	0								0	0	0		0		0		0		0	
Sex:																				
1. Male	0								0	0	0		0		0		0		0	
2. Female	0								0	0	0		0		0		0		0	
Other	0								0	0	0		0		0		0		0	
Final Agency Actions with findings of Discrimination by BASIS																				
	#	%	#	%	#	%	#	%	0	0	#	%	#	%	#	%	#	%	#	%
Rendered w/o an AJ Hearing	0								0	0	0		0		0		0		0	
Rendered with an AJ Hearing	0								0	0	0		0		0		0		0	
Final Agency Actions w/findings of Discrimination by ISSUE																				
	#	%	#	%	#	%	#	%	0	0	#	%	#	%	#	%	#	%	#	%
Appointment/Hire	0								0	0	0		0		0		0		0	
Assignment of Duties	0								0	0	0		0		0		0		0	
Awards	0								0	0	0		0		0		0		0	
Conversion to Full Time	0								0	0	0		0		0		0		0	

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	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		YTD totals		FY Totals		FY Totals		FY Totals		FY Totals		FY Totals	
Disciplinary Actions:																				
1. Demotion	0								0	0	0		0		0		0		0	
2. Reprimand	0								0	0	0		0		0		0		0	
3. Suspension	0								0	0	0		0		0		0		0	
4. Removal	0								0	0	0		0		0		0		0	
5. Other	0								0	0	0		0		0		0		0	
Duty Hours	0								0	0	0		0		0		0		0	
Evaluation/ Appraisal	0								0	0	0		0		0		0		0	
Examination/ Test	0								0	0	0		0		0		0		0	
Harassment:																				
1. sexual	0								0	0	0		0		0		0		0	
2. non-sexual	0								0	0	0		0		0		0		0	
Pay, including Overtime	0								0	0	0		0		0		0		0	
Promotion/ Non-Selection	0								0	0	0		0		0		0		0	
Reassignment:																				
1. Denied	0								0	0	0		0		0		0		0	
2. Directed	0								0	0	0		0		0		0		0	
Reasonable Accommodation	0								0	0	0		0		0		0		0	
Reinstatement	0								0	0	0		0		0		0		0	
Retirement	0								0	0	0		0		0		0		0	
Termination	0								0	0	0		0		0		0		0	
Terms/ Conditions of Employment	0								0	0	0		0		0		0		0	
Time and Attendance	0								0	0	0		0		0		0		0	
Training	0								0	0	0		0		0		0		0	
Other	0								0	0	0		0		0		0		0	
Final Agency Actions w/ findings of Discrimination by ISSUE																				
Rendered w/o an AJ Hearing	0								0	0	0		0		0		0		0	
Rendered with an AJ Hearing	0								0	0	0		0		0		0		0	

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	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals	FY Totals	FY Totals	FY Totals	FY Totals
Pending Complaints at the beginning of the FY										
Total # of Pending Complaints	19				19	13	20	29	29	21
# of complainants	16				16	13	19	24	24	17
The number of those complaints at each stage:										
Dismissals	1				1	0	1	4	1	0
Investigation Process:										
1. Under Investigation	4				4	0	0	2	3	4
2. Pending Hearing	8				8	9	6	6	6	11
Pending Final Agency Action	3				3	0	1	3	8	6
Final Agency Action without a Hearing	1				1	3	9	7	6	0
Final Agency Action with a Hearing	0				0	0	3	7	0	0
Appeals	2				2	1	0	0	5	0
Investigative Step on all Pending Complaints										
Complaints over 180 days	4				4	2	2	6	6	9
<b>Time Periods Used to Compute Data:</b> Dismissals - from date complaint filed to dismissal Under Investigation - from date complaint filed to end of Fiscal Year/Quarter Pending Hearing - from date complaint filed to end of Fiscal Year/Quarter Pending Final Agency Action - from investigation complete date to end of Fiscal Year/Quarter Final Agency Action without a Hearing - from Request date to decision date Appeals - from appeal request date to decision date or end of Fiscal Year/Quarter										